

ANNUAL  
HIRING  
PROCESS

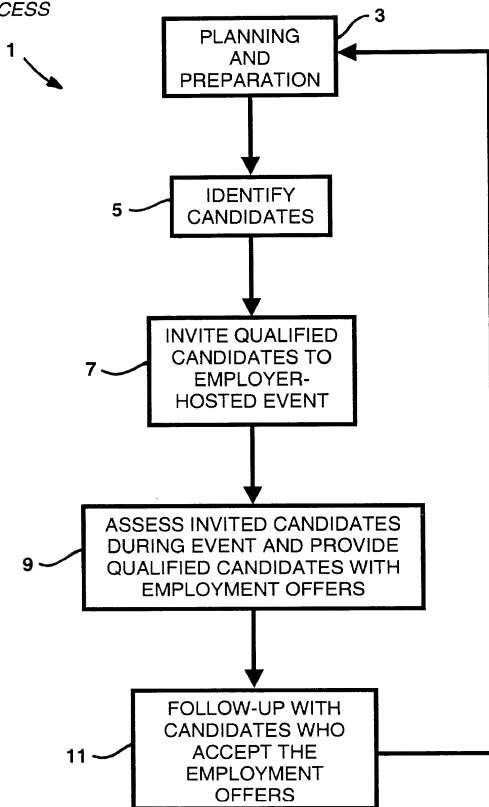
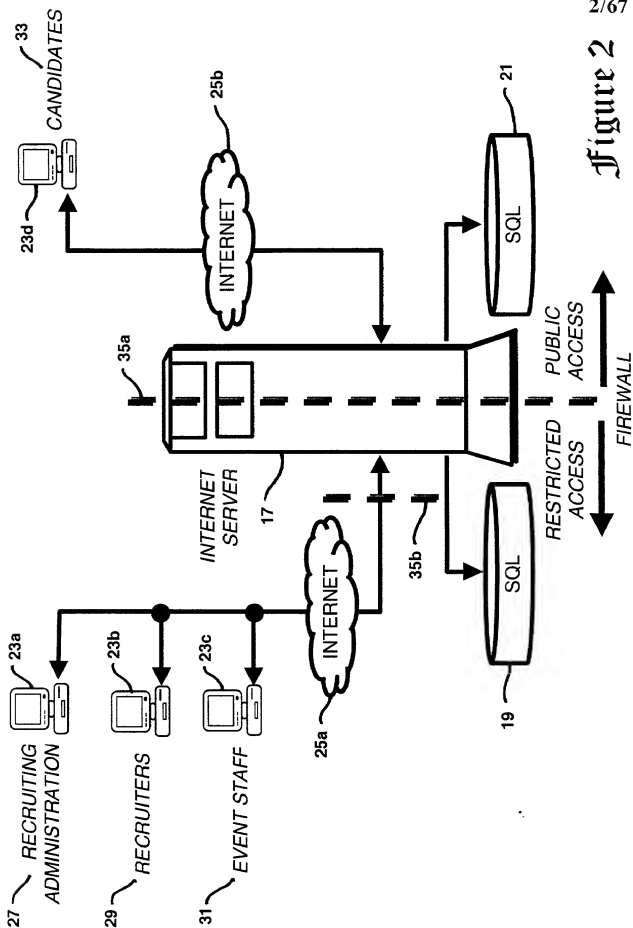


Figure 1



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 Figure 2

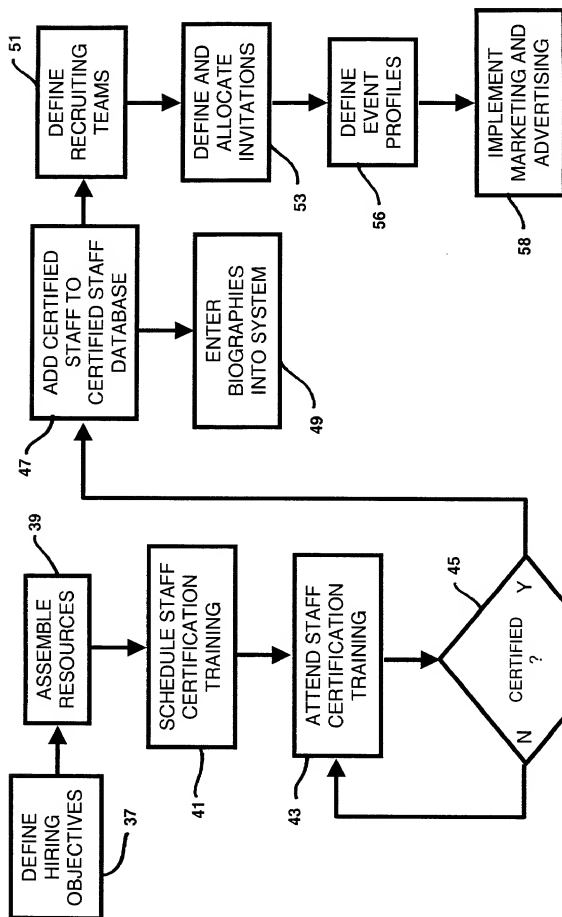


Figure 3

| Targets/Placements       |  | 44     |           | 45      |       | 46      |         | 47     |           | 48      |       | 49      |         | 50     |           |
|--------------------------|--|--------|-----------|---------|-------|---------|---------|--------|-----------|---------|-------|---------|---------|--------|-----------|
|                          |  | Target | Projected | Defined | Event | Invited | Invited | Target | Projected | Defined | Event | Invited | Invited | Target | Projected |
| 1215/1444/384/Accounting |  | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         |
| 1215/1444/384/Accounting |  | 4      | 4         | 0       | 0     | 0       | 0       | 4      | 4         | 0       | 0     | 0       | 0       | 4      | 4         |
| 1216/1444/384/Accounting |  | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         |
| 1216/1444/384/Accounting |  | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         |
| 1216/1444/384/Accounting |  | 65     | 0         | 0       | 0     | 0       | 0       | 65     | 0         | 0       | 0     | 0       | 0       | 65     | 0         |
| 1216/1444/384/Accounting |  | 65     | 0         | 0       | 0     | 0       | 0       | 65     | 0         | 0       | 0     | 0       | 0       | 65     | 0         |
| 1216/1444/384/Accounting |  | 0      | 0         | 0       | 0     | 0       | 0       | 0      | 0         | 0       | 0     | 0       | 0       | 0      | 0         |
| 1217/1416/416/Accounting |  | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         |
| 1217/1416/416/Accounting |  | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         |
| 1217/1416/416/Accounting |  | 2      | 0         | 0       | 0     | 0       | 0       | 2      | 0         | 0       | 0     | 0       | 0       | 2      | 0         |
| 1217/1416/416/Accounting |  | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         | 0       | 0     | 0       | 0       | 4      | 0         |

Figure 4

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## Recruiting Certification Management

| Name          | Training Date | Course Code            | Course Description | Completion Date | Test Score |
|---------------|---------------|------------------------|--------------------|-----------------|------------|
| Select a Name | ▼             | Select a Course Code ▼ |                    |                 |            |
| Select a Name | ▼             | Select a Course Code ▼ |                    |                 |            |
| Select a Name | ▼             | Select a Course Code ▼ |                    |                 |            |
| Select a Name | ▼             | Select a Course Code ▼ |                    |                 |            |
| Select a Name | ▼             | Select a Course Code ▼ |                    |                 |            |

55 ↗

57 ↘

59 ↗

61 ↘

63 ↘

To Send e-mail to newly certified person with pass/fail information click on send button Send

Save Delete

Figure 5

## View Training Information

73

|                          |                  |                     |                     |             |
|--------------------------|------------------|---------------------|---------------------|-------------|
| Select Name              | All Names        | Select Organization | Select Results      | All Results |
| Select Course Code       | All Course Codes | 65                  | Select Report       |             |
| Select Division          | 67               | 69                  | Training Data Range |             |
| Certification Data Range | To               | 71                  | Print Report        |             |
| Search                   |                  |                     |                     |             |

Figure 6

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## Add User Profile

The information you enter on this is used to match qualified Ford Interviewers/Assessors/Mentors and Buddies with candidates at on-site Recruiting Events based on similar background data and interests and/or to display your user profile on <http://mycareer.ford.com>. Please provide short biography. If you check the approval box, your biography and picture may be posted on the Ford Internet web site to provide potential employees a view of the people at Ford.

|              |                      |            |                  |
|--------------|----------------------|------------|------------------|
| Name         | Keller, A. J. (Anne) |            |                  |
| Last Name    | Keller               | First Name | Anne             |
| Phone        | 1-313-9453467        | Email      | akeller@ford.com |
| Organization | HR                   | Division   | ER               |
| Designation  | Process Specialist   |            |                  |

77

|                                   |                               |                  |                     |
|-----------------------------------|-------------------------------|------------------|---------------------|
| Function                          | Human Resources               | 89               |                     |
| Gender                            | Female                        | 91               |                     |
| School 1                          | Alaska Bible College          | Race             | White               |
| School 2                          | Select a School               | Major 1:         | Business-Accounting |
| School 3                          | Select a School               | Major 2:         | Select a Major      |
| Highest Level Education           | Bachelors                     | Major 3:         | Select a Major      |
| Are you a member of the following | No FRGC                       | Leadership Level | GSR                 |
|                                   | Ford Asian Indian Association |                  |                     |

95

75

Figure 7

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### Recruiting Teams Information

Select School or Professional Organization Arizona State University 101

*Add New Team Member*

Select Name  103

Add

| Name                                     | CDS      | Training Certification Date | Certification Description            | Function            | Role      |
|--|----------|-----------------------------|--------------------------------------|---------------------|-----------|
| <input type="checkbox"/> De Pena, Juan   | JDEPEN   | 8/27/00                     | Recruiter and Assessor Certification | Product Development | Recruiter |
| <input type="checkbox"/> Merchak, Daniel | dmerchak |                             |                                      | Marketing and Sales | Recruiter |
| <input type="checkbox"/> Kory, Josef     | jkory    |                             |                                      | Marketing and Sales | Recruiter |
| <input type="checkbox"/> Menden, Marc    | mmenden  |                             |                                      | Purchasing          | Recruiter |
| <input type="checkbox"/> Flynn, William  | wflynn   |                             |                                      | Marketing and Sales | Recruiter |

105 Save
107 Delete

Figure 8



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**Add Silver Bullet User**

|                        |              |
|------------------------|--------------|
| Silver Bullet User     | 111          |
| Recruiting Method      | 113          |
| Recruiting Season      | 115          |
| Function               | 117          |
| Class                  | 119          |
| Campus                 | 121          |
| Diversity Event        | 123          |
| Number of Bullets      | 125          |
| Hiring Target          | 127          |
| Bullet Expiration Date | (mm/dd/yyyy) |

129

Save Reset

109

Figure 9

10/67

## School Information Management

Select School Name 131

School Code

Select Rams's Name 133

Region

State Location 135

Functions: ☐ Finance ☐ Ford Land ☐ MS&S ☐ Process Leadership ☐ Product ☐ Purchasing Credit Resources ☐ Human Resources ☐ Manufacturing Development 137

Do we recruit Co-op for Engineering or Business? ☐ Engr ☐ 139

☐ Business

Is this a predominantly minority school? ☐ Women ☐ Black ☐ Native American ☐ Other Minority 141

☐ Hispanic ☐ Asian

Ford School Classification ☐ Strategic ☐ Specialty ☐ "At-Large" 143

Gourman Rankings

UGBA  UGME  UGEE  School Evaluation

Figure 10

11/67

| School Contacts Information |                              |                    |         |                             |         |  |         |  |  |
|-----------------------------|------------------------------|--------------------|---------|-----------------------------|---------|--|---------|--|--|
|                             |                              | Select School Name |         | 146                         |         |  |         |  |  |
| 159<br>Business School      | Undergrad Placement Director |                    |         | Graduate Placement Director |         |  | Dean    |  |  |
|                             | Name                         | 147                | Name    |                             | Name    |  | Name    |  |  |
|                             | Title                        | 149                | Title   |                             | Title   |  | Title   |  |  |
|                             | Phone                        | 151                | Phone   |                             | Phone   |  | Phone   |  |  |
|                             | Fax                          | 153                | Fax     |                             | Fax     |  | Fax     |  |  |
|                             | E-mail                       | 155                | E-mail  |                             | E-mail  |  | E-mail  |  |  |
|                             | Address                      | 157                | Address |                             | Address |  | Address |  |  |
| 161<br>Engineering School   | Undergrad Placement Director |                    |         | Graduate Placement Director |         |  | Dean    |  |  |
|                             | Name                         |                    | Name    |                             | Name    |  | Name    |  |  |
|                             | Title                        |                    | Title   |                             | Title   |  | Title   |  |  |
|                             | Phone                        |                    | Phone   |                             | Phone   |  | Phone   |  |  |
|                             | Fax                          |                    | Fax     |                             | Fax     |  | Fax     |  |  |
|                             | E-mail                       |                    | E-mail  |                             | E-mail  |  | E-mail  |  |  |
|                             | Address                      |                    | Address |                             | Address |  | Address |  |  |

Figure 11

145

12/67

**Professional Organization Information**

163

Main Office Location  select a state

Ford Resource Group Connection

Target Audience Description

Ford Fund Sponsored ☐ Yes ☒ No

Select associated group(s): ☐ Women ☐ Black ☐ American Indian/Alaskan Native ☐ Hispanic ☐ Asian/Pacific Islander ☐ Unknown

Does this target a specific academic group?

169

Professional Organization  select a professional Organization

165

167

171

**Contact Information**

|         |                      |         |                      |
|---------|----------------------|---------|----------------------|
| Name    | <input type="text"/> | Name    | <input type="text"/> |
| Title   | <input type="text"/> | Title   | <input type="text"/> |
| Phone   | <input type="text"/> | Phone   | <input type="text"/> |
| Fax     | <input type="text"/> | Fax     | <input type="text"/> |
| E-mail  | <input type="text"/> | E-mail  | <input type="text"/> |
| Address | <input type="text"/> | Address | <input type="text"/> |

Figure 12

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# Add Activity

Select the Type of Activity to Add: ☐ Campus Interview ☐ Professional Organization Activity ☐ Campus Activity

Select a School:  Keller, Anne

Select Activity Characterization:  Campus Interview

Activity:

Description:

*Required for Campus Interview*

Select Recenter Name:

Type of Job:

Student Type:

Business Engineering MBA Only

1/2 Open / 1/2 Invite  
 1/2 Open / 1/2 Preselect  
 Closed / Preselect

Mig-VO-Plant Production Superintendent-MI  
 Mig-VO-Plant Production Superintendent-MI  
 Mig-VO-Plant Production Superintendent-MI

*Required for Prof. Organization Activity*

Academic Group:

Location Address:

Activity Location:

Star/Share:

Postal Code:

*Required for Campus Activity*

Specify Target Academic Group:

Figure 13

173

**Event Profile**

Event Name:  204

Start Date:  206

End Date:  208

Select Recursions:

- 1016Finance Foundation Program0
- 1017Finance Undergrad Program0
- 1121Product Specialist0
- 1032Finance Leadership Oct. 6/0

Description:  212

Next

203

Figure 14

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**Edit Master Requisition**(page 1 of 12)

**Step 1: Enter name, target, function, career**

|   |   |
|---|---|
| <b>Requisition Number:</b><br>USAM01D 303             | <b>Creator/seller</b><br>Date Created: 9/26/00 2:11:42 PM       |
| <b>Requisition Name:</b><br>Product Development F 305 | <b>Target:</b><br>234 307                                       |
| <b>Creation Date:</b><br>8/25/00 309                  | <b>Expire Date:</b><br>8/25/01 311                              |
| <b>Type:</b><br>Technical 313                         | <b>Employee Class:</b><br>Ford College Graduate 315             |
| <b>Company:</b><br>Ford Motor Company 317             | <b>Function/Business Unit:</b><br>Product Development 319       |
| <b>Career:</b><br>Engineering 321                     | <b>Recruiting Account Manager:</b><br>Lank, Michael (miank) 323 |

Select the Company and Function for this requisition.

Select the Career that best matches the position being filled.

Figure 15

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**New Master Requisition (Req No1122)(page 2 of 12)**

**Step 2: Enter Abstract**

The abstract allows 500 characters and is a very brief description presented to the website user on the job matching screen just beneath the job title.  
The Master Req. is a guideline that can be edited at the Sub Req. level.

**Not used at this time.** 327

**Enter Description**

The job description allows 2000 characters and provides substantive detail about the position and is available to the website user as s/he selects the link to the job on the job matching screen.  
The Master Req. is a guideline that can be edited at the Sub Req. level.

**Enter the job description.**  
Use html codes for paragraphs <P> and line breaks <BR>. 329

Figure 16

325



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**New Master Requisition (Req No1122)**(page 3 of 12)

**Step 3: Select Default Component**

You must now select default matching and scoring criteria for this Master Requisition, these values will be used as defaults only.

You must first select a default component. This component will be used for scoring purposes if a candidate is associated with this Master Requisition but has not chosen a specific Sub-Req (component).

**Component:** **Body Engineering** 333

331 ↗

Figure 17

**Edit Master Requisition (Req No1042)**(page 4 of 12)

**Step 4: Edit Default Matching Criteria --> Basic Matching Information**

Select the choice(s) that best match the position being filled

**Level of Responsibility (one or more):**

☐ Corp.  
☐ Early Professional (< 2 years)  
☐ Experienced Professional (> 5 years)  
☐ Internship  
☐ Manager  
☐ Professional (9 and 6 years)

337

**Hiring Location(s) (one or more):**

☐ Alabama  
☐ Alaska  
☐ Arizona  
☐ Arkansas  
☐ California  
☐ Colorado

343

**Salary Grade Minimum:**

☐ Salary Grade 4  
☐ Salary Grade 5  
☐ Salary Grade 6  
☐ Salary Grade 7  
☐ Salary Grade 8  
☐ Salary Grade 11 &

339

**Salary Grade Maximum:**

☐ Salary Grade 4  
☐ Salary Grade 5  
☐ Salary Grade 6  
☐ Salary Grade 7  
☐ Salary Grade 8  
☐ Salary Grade 11 &

341

Figure 18

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104000 99600960

**Step 5: Edit Default Matching Criteria > Education and Certifications**

Select the degrees and field of study that are most relevant to the position being filled

Degree  Field of Study

Associates Degree ☒ 347 ☐ 349 ☐ 351 ☐ 352

ADD TO LIST BACK NEXT

| Degree    | Field of Study                       | Candidate Requirement | Date Completed | Delete                   |
|-----------|--------------------------------------|-----------------------|----------------|--------------------------|
| BS        | Chemistry                            | Minimum Requirement   | 8/28/01        | <input type="checkbox"/> |
| MS        | Chemistry                            | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| Doctorate | Chemistry                            | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| BS        | Engineering - Electrical             | Minimum Requirement   | 8/28/01        | <input type="checkbox"/> |
| MS        | Engineering - Electrical             | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| Doctorate | Engineering - Electrical             | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| BS        | Engineering - Mechanical             | Minimum Requirement   | 8/28/01        | <input type="checkbox"/> |
| MS        | Engineering - Mechanical             | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| Doctorate | Engineering - Mechanical             | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| BS        | Engineering - Aeronautical/Aerospace | Minimum Requirement   | 8/28/01        | <input type="checkbox"/> |
| MS        | Engineering - Aeronautical/Aerospace | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| Doctorate | Engineering - Aeronautical/Aerospace | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| BS        | Materials Science and Engineering    | Minimum Requirement   | 8/28/01        | <input type="checkbox"/> |
| MS        | Materials Science and Engineering    | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |
| Doctorate | Materials Science and Engineering    | Highly Desirable      | 8/28/01        | <input type="checkbox"/> |

Figure 19

345

355



22/67

107000-99500960

**Step 8: Edit Default Matching Criteria-> Background and Relocation Information**

Required Status with regard to employment in the United States. Indicate all options for non US Citizens / non Permanent residents

☐ Specialty Occupation (H1-B)  
☐ Student Visa with Practical Training (F-1)  
☐ Exchange Visitor (J-1)  
☐ Extraordinary Ability (O)  
☐ Canadian Professional (TN-1)

**Candidates for these positions should be / have :**

Need to be willing to accept assignment(s) in a Ford production facility  
 Need to be willing to accept assignment(s) in a Ford distribution facility  
 Need to be willing to live overseas for several years  
 Need to be willing to live and work in Southeastern Michigan upon acceptance of a job offer from Ford Motor Company  
 Need to be willing to live and work in Southeastern Michigan at some point in my career  
 Need to be willing to relocate within the US as required by my job  
 Need to be willing to travel internationally  
 Need to be willing to travel extensively  
 Need to be willing to travel overseas  
 Need to be willing to live and work in locations outside of Southeastern Michigan  
 My proficiency in English can be described as:  
 Fluency in a language other than English (indicate language)  
 Indicate language

Not Important  
 Not Important  
 Not Important  
 Minimum Requirement  
 Minimum Requirement  
 Desirable  
 Highly Desirable  
 Highly Desirable  
 Desirable  
 Desirable  
 Fluent in writing and speaking

☐ Yes ☐ No  
 Chinese  
 French  
 German  
 Hindi  
☐ Yes ☐ No  
☐ Yes ☐ No

369

371

Figure 22

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I have attended school outside the United States.

I have held a job in which I lived outside the United States.

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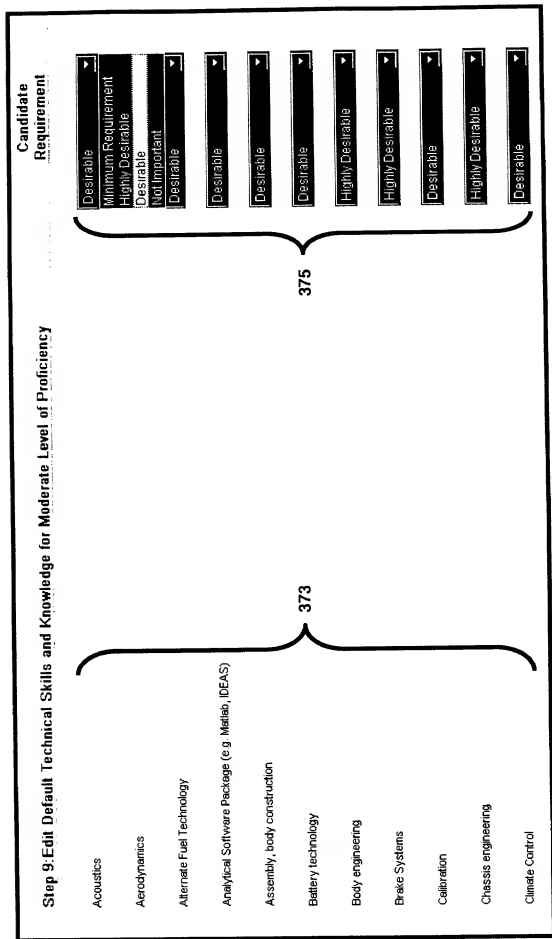


Figure 23

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**Edit Master Requisition(Req No1042)** (page 10 of 12)

**Step 9: (Continued) Edit Default Technical Skills and Knowledge for High Level of Proficiency**

|   | Candidate Requirement                 |
|---|---------------------------------------|
| Acoustics                                       | Not Important                         |
| Aerodynamics                                    | Minimum Requirement/ Highly Desirable |
| Alternate Fuel Technology                       | Desirable                             |
| Analytical Software Package (e.g. Matlab, DEAS) | Not Important                         |
| Assembly, body construction                     | Not Important                         |
| Battery technology                              | Not Important                         |
| Body engineering                                | Not Important                         |
| Brake Systems                                   | Not Important                         |
| Calibration                                     | Not Important                         |
| Chassis engineering                             | Not Important                         |

379

381

377

Figure 24



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**Step 10:Edit Default Candidate> Experiences**

**Experience**

Need to be a member of AFS

Need to be a member of ASME

Need to be a member of ISEE

Need to be a member of SAE

Need to be a member of SEE

Need to be currently working to complete an advance degree (post bachelors)

Need to be or have been a member of a national honor society

Need to be or have been an officer of a school or community club or group

Need to be or have been an officer of a sorority/fraternity

Need to be or have been president of a school or community club or group

Need to enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)

**Candidate Requirement**

Not Important

Minimum Requirement

Highly Desirable

Desirable

Not Important

Not Important

Desirable

Not Important

Not Important

Highly Desirable

Highly Desirable

Highly Desirable

Not Important

Not Important

Highly Desirable

Not Important

Not Important

388

386

Figure 25

384

**Edit Master Requisition(Req No 1042)** (page 12 of 12)

**Step 11: Enter Unique Qualifications**

Enter up to 5 unique questions that you would like candidates applying for these positions to answer

385

ADD TO LIST

383

Figure 26

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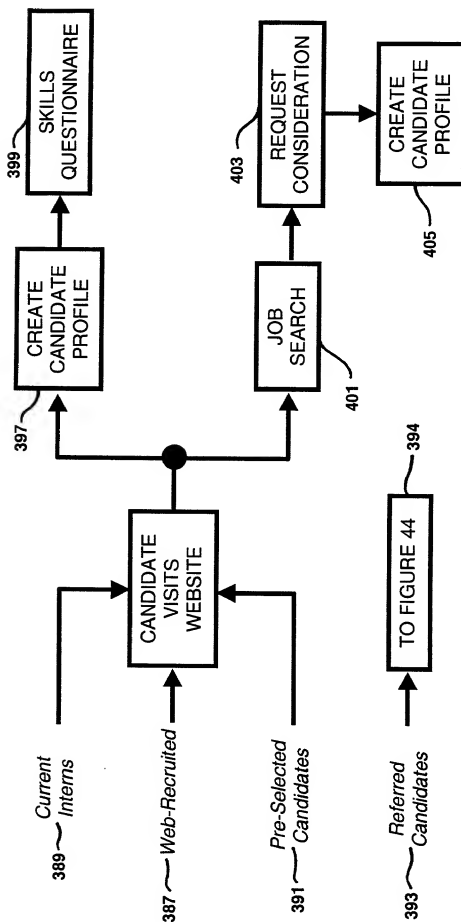


Figure 27

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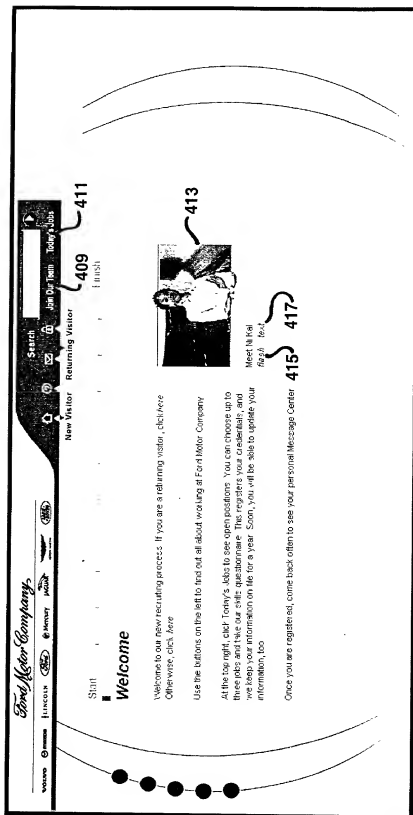


Figure 28

407

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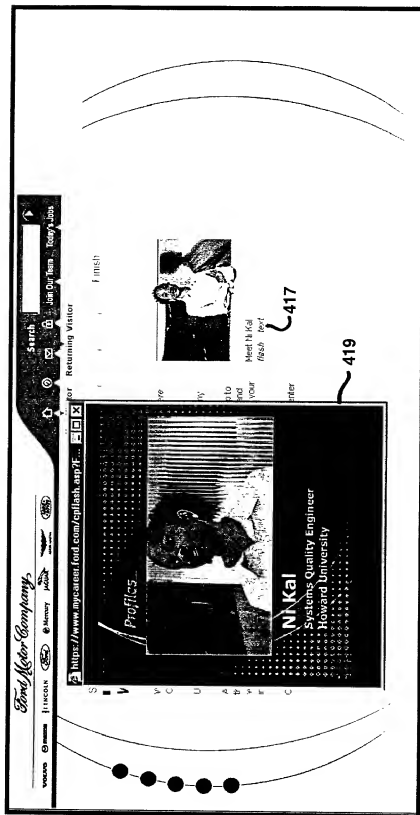


Figure 29

30/67

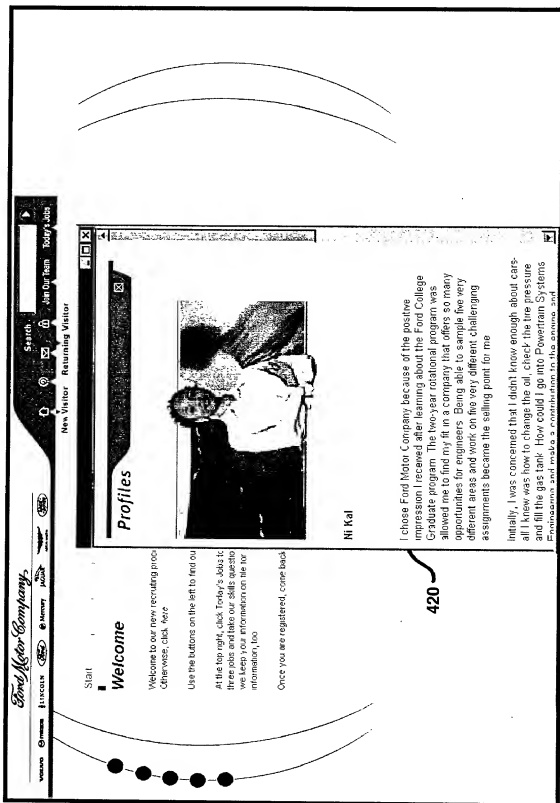


Figure 30

| Year | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 | 2031 | 2032 | 2033 | 2034 | 2035 | 2036 | 2037 | 2038 | 2039 | 2040 | 2041 | 2042 | 2043 | 2044 | 2045 | 2046 | 2047 | 2048 | 2049 | 2050 | 2051 | 2052 | 2053 | 2054 | 2055 | 2056 | 2057 | 2058 | 2059 | 2060 | 2061 | 2062 | 2063 | 2064 | 2065 | 2066 | 2067 | 2068 | 2069 | 2070 | 2071 | 2072 | 2073 | 2074 | 2075 | 2076 | 2077 | 2078 | 2079 | 2080 | 2081 | 2082 | 2083 | 2084 | 2085 | 2086 | 2087 | 2088 | 2089 | 2090 | 2091 | 2092 | 2093 | 2094 | 2095 | 2096 | 2097 | 2098 | 2099 | 2100 |
|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1990 | 1    | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   | 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | 37   | 38   | 39   | 40   | 41   | 42   | 43   | 44   | 45   | 46   | 47   | 48   | 49   | 50   | 51   | 52   | 53   | 54   | 55   | 56   | 57   | 58   | 59   | 60   | 61   | 62   | 63   | 64   | 65   | 66   | 67   | 68   | 69   | 70   | 71   | 72   | 73   | 74   | 75   | 76   | 77   | 78   | 79   | 80   | 81   | 82   | 83   | 84   | 85   | 86   | 87   | 88   | 89   | 90   | 91   | 92   | 93   | 94   | 95   | 96   | 97   | 98   | 99   | 100  |      |      |      |      |      |      |      |      |      |      |      |

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The screenshot displays the Ford Motor Company recruitment website. At the top, there is a navigation bar with the Ford logo and links for 'Lincoln', 'Mercury', and 'Ford'. Below this, a 'Contact Information' section is visible, followed by a 'Please provide the information' section. This section contains a form with fields for Name (First, Initial, Last), Address (Street, City, State), and Phone (Area, Number). A 'Please Choose' dropdown menu is also present. To the right of the form, a large bracket indicates the number '425'. Below the bracket, a small image of a Ford car is shown, with the text 'Must Carry 6544 text' underneath it. At the bottom of the page, there is a search bar with a 'Search' button and a 'Today's Jobs' link.

Start

**Contact Information**

Please provide the information

Name

\*First

Initial

\*Last

Address

\*Street

\*City

\*State

Please Choose

\*Zip

\*Phone

Area

Number

425

Must Carry 6544 text

Search

Today's Jobs

Figure 32



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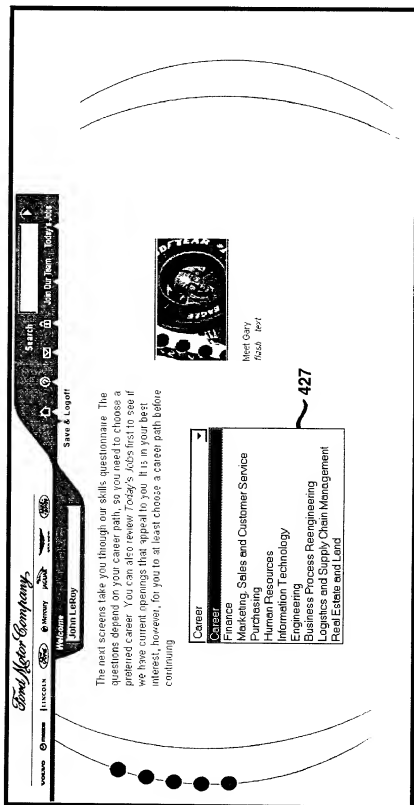


Figure 33

**End Motor Company**

Home About Contact Jobs FAQ Privacy Policy Terms of Service

Welcome, John LeMay

Save & Logout

**Educational Background**

Please enter up to three degrees and certifications, with the actual or expected completion date

Select a Country

Select a State

Select a School

Select a Major

Select a Degree

Completion or Expected Date  (MM/YYYY)

another degree >

**429**

Meet Only (25%)

Figure 34

35/67

SEARCH

11/11/2008 08:00:00

**Ford Motor Company**

WELCOME

John LeMay

Save & Logout

Search

Job Du Ban, Today Job

Start

Using the scale below, rate the number of times you have personally engaged in the following behaviors. You may be asked to provide additional information about these experiences later.

|  | never                 | 1 or 2 times          | 3 to 5 times          | 6 to 9 times          | 10 + times            |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Seeking diverse opinions to help in decision making                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Structuring a work team so that it was composed of diverse team members                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Choosing to work with people of diverse backgrounds                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Working in situations requiring extensive contact with people from different backgrounds | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Working in a team with individuals for whom English was not a first language             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Spending time studying another culture to facilitate your work                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Encouraging the open sharing and discussing of ideas among coworkers                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Working closely with people from other cultural backgrounds                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Finish

Meet Our Fresh Start

430

Figure 35

36/67

**Endeavor Company**

Home | About | Contact | Search | Add Our Team | Help

John Leiby

Start

434

Med Gary  
1980-1982

**Experiences**

Click each of the following that apply to you

- ☐ I have mentoring/coaching experience (e.g., either as a mentor to another employee or through Junior Achievement, tutoring students, etc.)
- ☐ I have work experience in the aerospace industry
- ☐ I have work experience in the high technology industry
- ☐ I have work experience in a manufacturing company
- ☐ I have an interest in auto racing
- ☐ I enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)
- ☐ I have experience working with a labor union
- ☐ I have work experience in the information technology industry
- ☐ I have received awards or citations for technical achievement
- ☐ I am a member of ASME
- ☐ I have work experience with one of the major automobile companies
- ☐ I have internship/co-op experience with one of the major automobile companies
- ☐ I have internship/co-op experience with one of the major automobile industry suppliers
- ☐ I have work experience in a Fortune 500 company
- ☐ I have internship/co-op experience in a Fortune 500 company
- ☐ I have work experience with a management consulting firm

432

Figure 36

37/67

**Ford Motor Company**

Search [ ]

Welcome John LeRoy Save & Logout

**Job Search**

Welcome to our job bank.

Answer one or more of these questions, and let us show you jobs that match your interests. The more you tell us, the more targeted the search. You can come back to this screen again and again to refine your list of jobs. Go ahead and explore!

On later screens, you can tell us about relevant skills and experiences. Our skills questionnaire takes about 30 minutes. Then, if you match our immediate needs, we'll contact you; otherwise, we keep your information on file.

**What is your preferred...**

Career Area [ ] 433

Specialty [ ] 435

Experience Level [ ] 437

Job Type [ ] 439

Salary [ ] 441

State [ ] 443

Alabama

Alaska

Arizona

**Tell us about your education...**

Degree [ ] Major [ ]

Completion (or expected) date [01/1950] (MM/YYYY)

Degree [ ] Major [ ]

Completion (or expected) date [01/1950] (MM/YYYY)

Degree [ ] Major [ ]

Completion (or expected) date [01/1950] (MM/YYYY)

I'm ready to see my search results. My connection is fast slow

Get software: flash plugin available from Macromedia

Figure 37

38/67

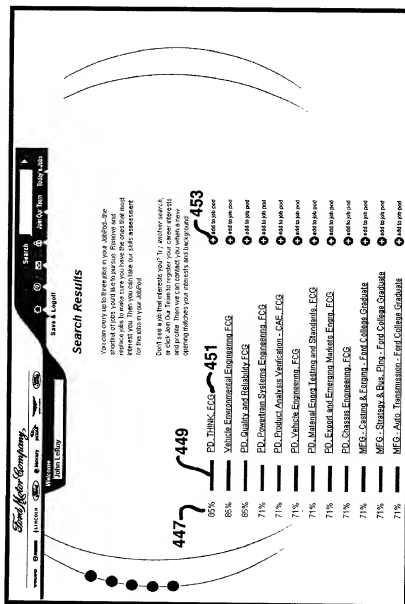
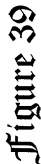


Figure 38



40/67

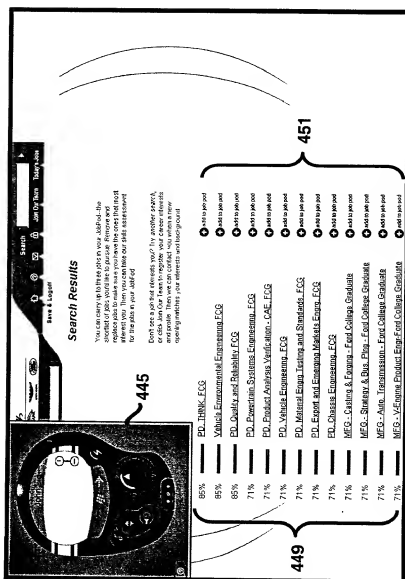


Figure 40



41/67

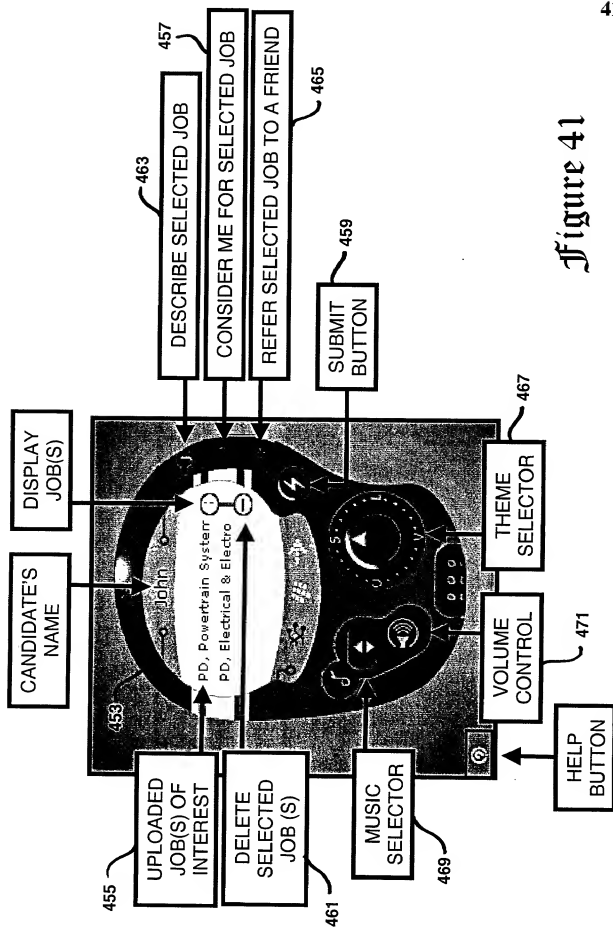


Figure 41

42/67

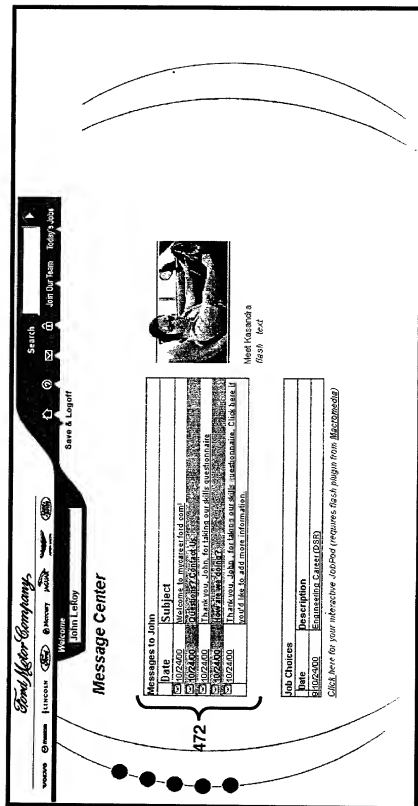


Figure 42

43/67

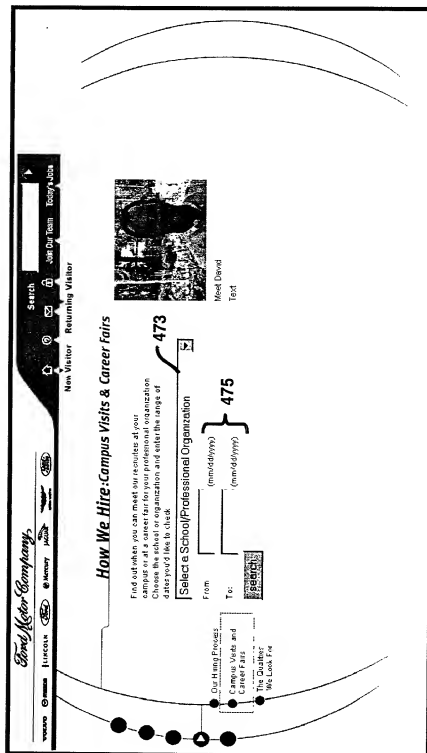


Figure 43

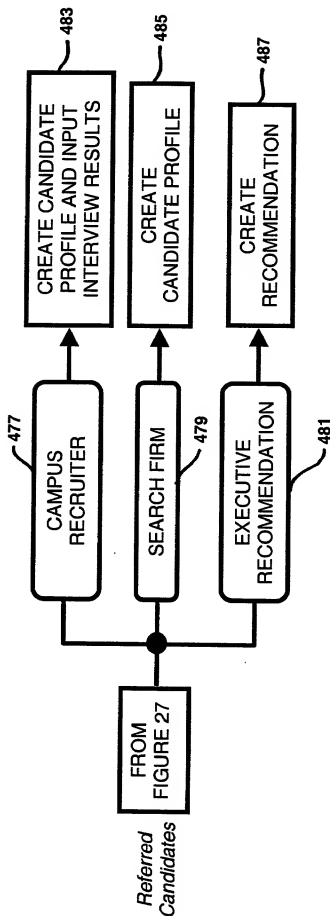


Figure 44

45/67

First Name:  
John

Last Name:  
Smith

Phone Number:

School:

Expected Graduation Date: (mm/yyyy)

Field of Study (Major):

Interview Rating  
Dimension

1. Business Acumen

2. Innovation and Technical Excellence

3. Commitment to Quality

4. Connects with Customers

5. Demands the Truth

6. Desire to Work for Ford

Authorization to work in U.S.:

Rating:

Interview Notes:

497

Action:  
Submit

497

489

491

493

Figure 45

46/67

## Welcome Morresa Meyer

This page shows the recruiting Invitations you can use. Menu selections on the left let you use your Invitations on candidates.

Please remember these guidelines:

1. Once you use an invitation, you can't rescind it. Make your choices carefully.
2. Invite the best candidates; although invitations are allocated to functions, the quality of the candidate is more important than the function.
3. Use your invitations before the expiration date; unused invitations are forfeited.
4. If you recruit for a professional organization, please don't invite candidates from schools where we recruit. Refer high-quality candidates to the campus recruiters. Click here to see the list of schools where we recruit.
5. We rely on you to stay in contact with candidates you invite.
6. If you invite an FCO or direct hire candidate, we invite the candidate to register for an upcoming leadership conference.
7. If you invite an intern or co-op candidate, the candidate receives an offer of employment.

## Invitation Account Summary

| Path  | Function | Class      | Allocated | Spent | Target | Expire   |
|-------|----------|------------|-----------|-------|--------|----------|
| Booth | Recruit  | University | 10        | 2     | 5      | 12/30/00 |
| Booth | Recruit  | FCO        | 10        | 2     | 5      | 12/30/00 |
| Booth | Recruit  | FCO        | 20        | 0     | 10     | 5/31/02  |
| Booth | Recruit  | FCO        | 20        | 2     | 5      | 12/31/01 |
| Booth | Recruit  | FCO        | 10        | 1     | 2      | 12/31/01 |

499

501

503

505

507

509

511

513

Figure 46

47/67

2 adam.kel 521 ket@hotmail.com 727272722 (U of Michigan-Ann Arbor)

523

525 531 533 535 537

Degree: Master  
 BS Business-Accounting  
 GPA Undergraduate: N/A GPA Graduate: N/A

Graduation Date: 02/20/00

Overall Band: D

%MIN % %HIGHLY  
 0 0 0

REQUIRE DESIRABLE PLACEMENT PREFERENCE  
 0 0 0

Desired Service Analyst College Grad

Status: -- Application Pending  
 Active Event: none

527 { 529

Figure 47

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| Candidate Profile Report   |                             |
|--|-----------------------------|
| Turner, Sue — 541  | <i>Ford Motor Company</i>   |
| <b>Candidate Information</b>   |                             |
| Address:   | N/A<br>N/A, N/A<br>N/A, USA |
| Phone:   | (888) 888-8888              |
| Email Address:   | Turnerxxx@xxx.xx            |
| Work Authorization   | Status: N/A                 |
| Because there are federal restriction on Ford's ability to hire, do you have authorization to work indefinitely in the United States?<br>If No Indicate your visa status - |                             |
| <b>Candidate Job/Career Choices</b>  |                             |
| <u>Job Choices</u>   | <u>Career Choices</u>       |
| N/A  | N/A                         |
| N/A  | N/A                         |
| N/A  | N/A                         |
| <b>Employment History</b>  |                             |

Figure 48



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**Find Candidates(s)**

**Contact Information**

Last Name (e.g.,) 541

First Name (e.g.,) 543

Email (e.g.,) 547

545

RESET ENTER

Figure 49

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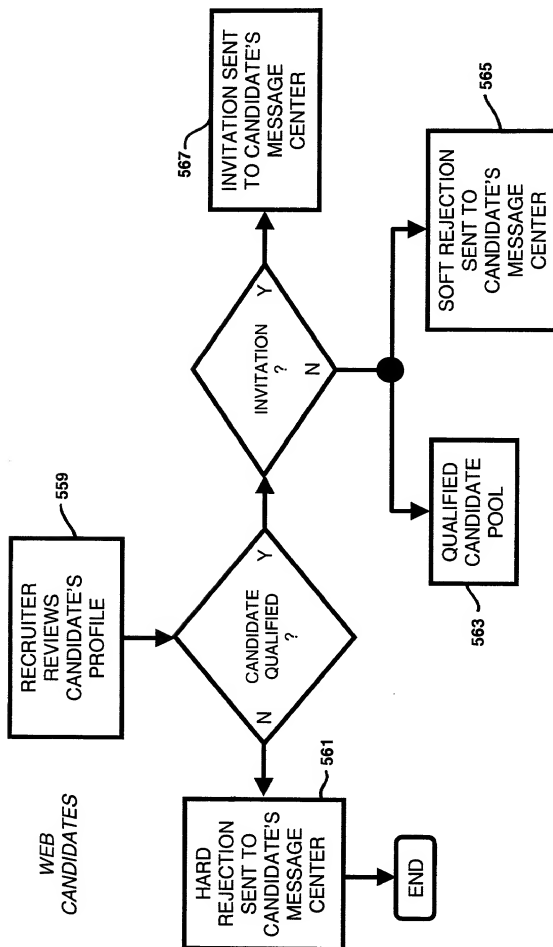


Figure 50

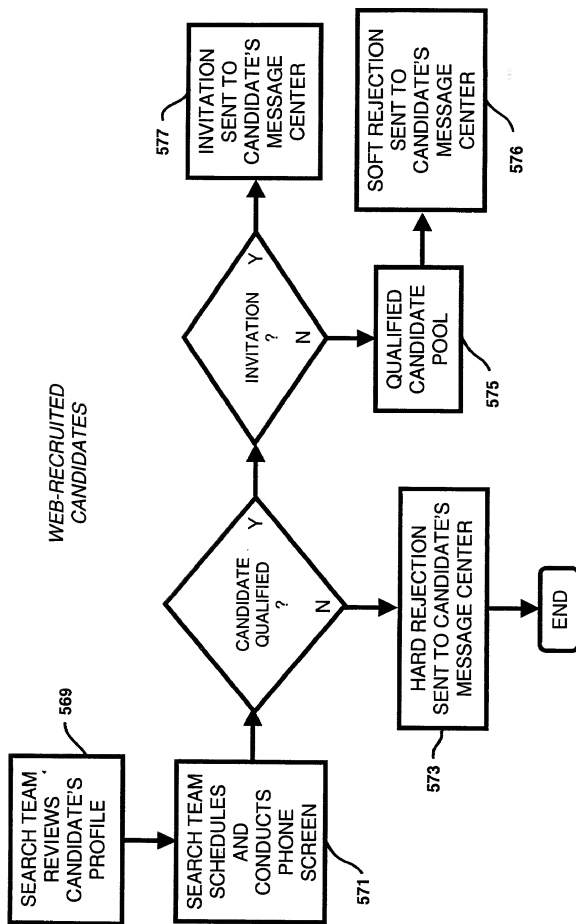


Figure 51

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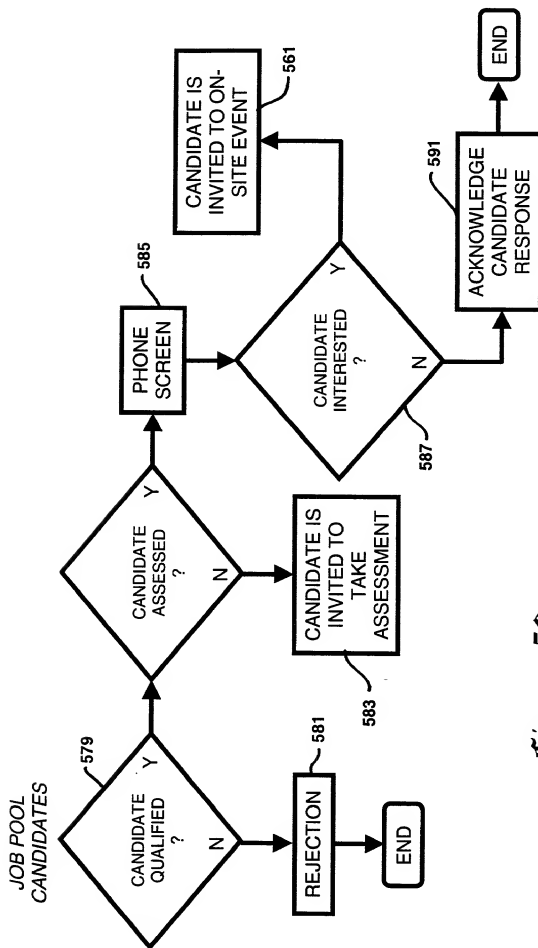


Figure 52

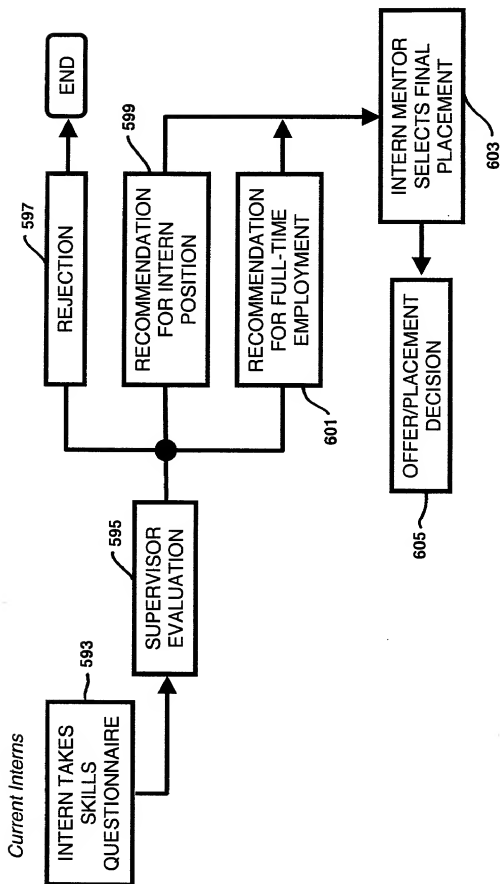


Figure 53

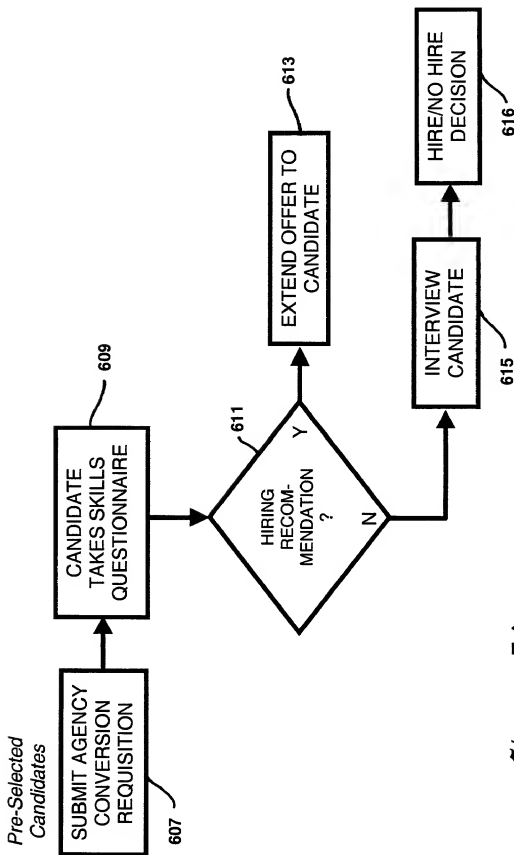


Figure 54

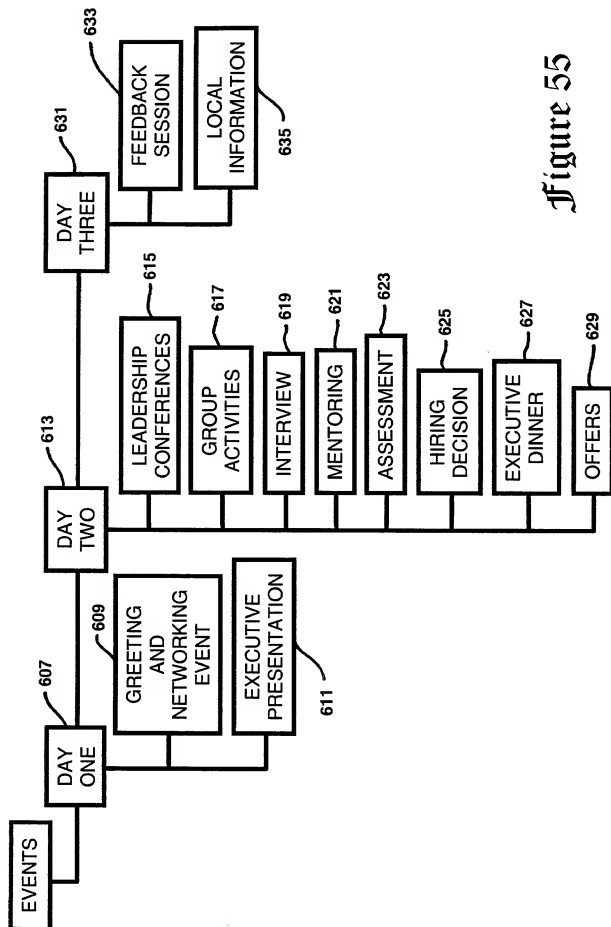


Figure 55

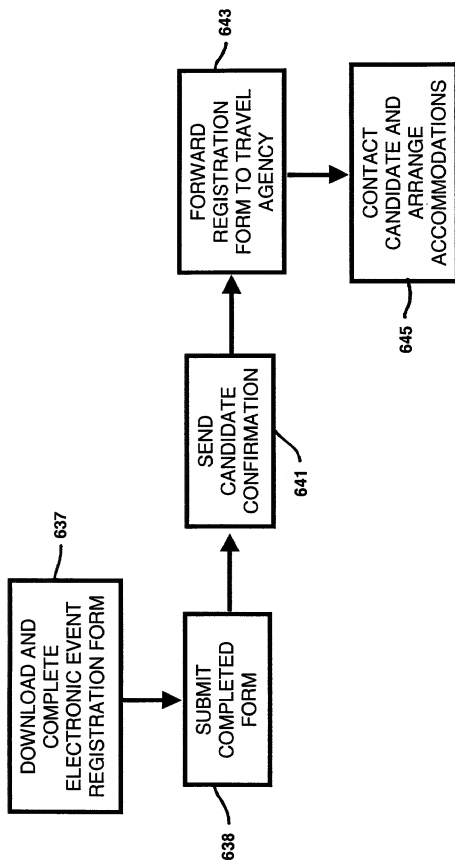


Figure 56



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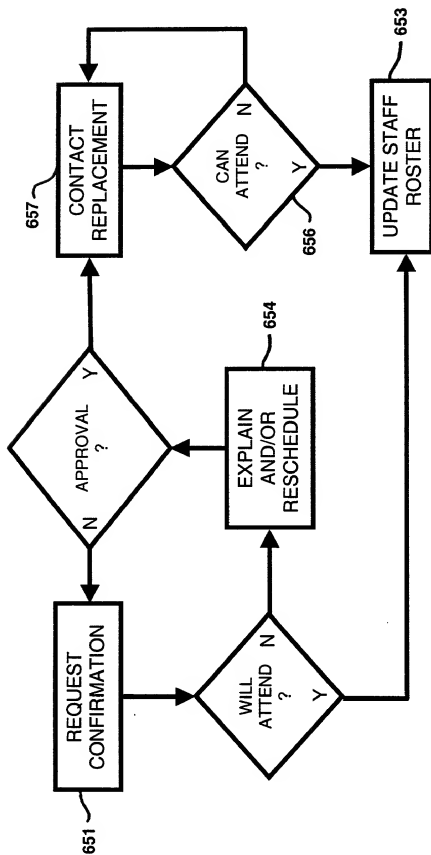


Figure 57

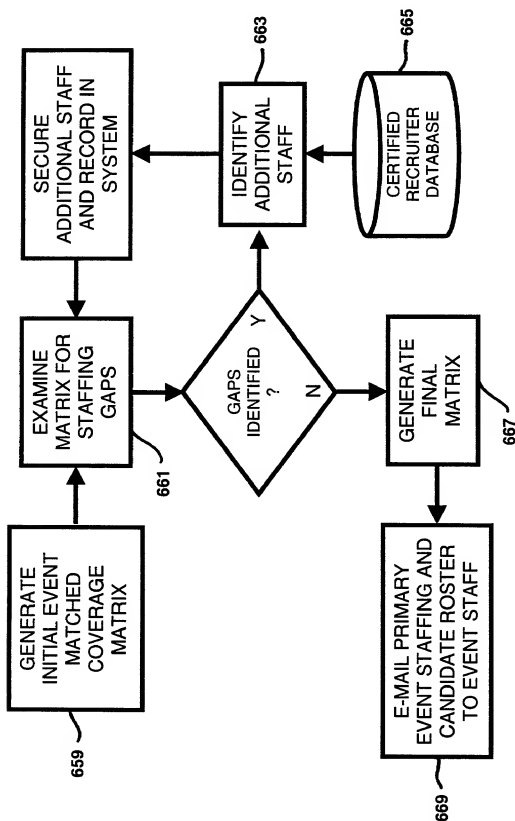


Figure 58

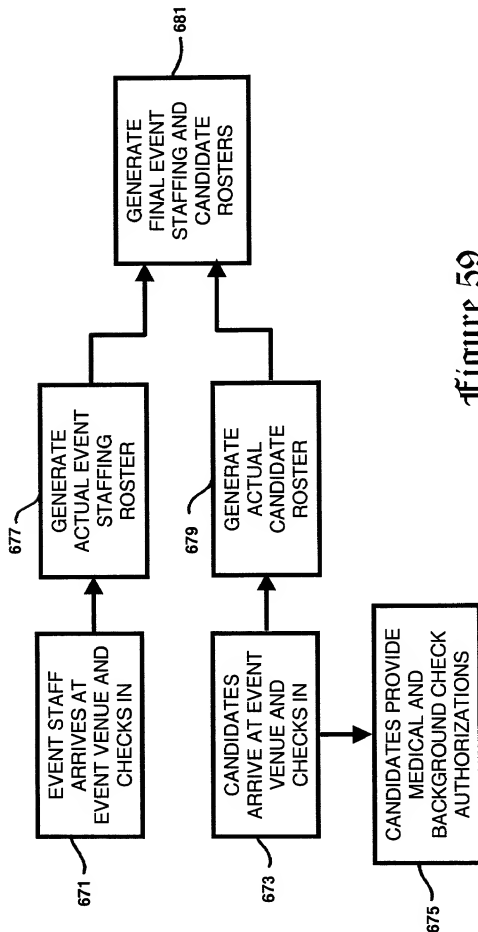


Figure 59

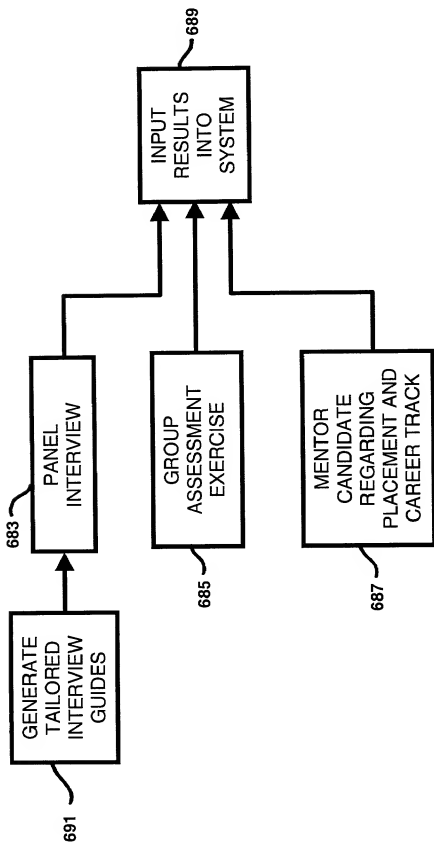


Figure 60

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**Group Assessment Ratings Form**

Delegate:  **ADD NEW**

Assessor:  **ADD NEW**

Business Account:  693

Develops Employees and Teams:  695

Connects with the Customer:  697

Plays for Results:  699

\* Not applicable indicates the assessor was unable to rate the behavior.

Other Recommendation:  701

**Rationale for Offer Recommendation (Mandatory)**

(Please provide a behavioral rationale for why you would/would not recommend this delegate for an offer)

703

**Save**

Figure 61

| Mentor Feedback |  | 709   |  |
|-----------------|--|---|--|
| Delegate:       |  |   |  |
| Mentor:         |  |   |  |
| Placement       |  |   |  |
| Recommendation  |  |   |  |
| Offer Comments  |  |   |  |
|                 |  | Add New<br>Add New<br>705   |  |
|                 |  | CH / Finance/Ford Asia Pacific/Auto Alliance International Cost Accounting Analyst<br>CH / Ford Credit/Service Center/Center Operations Manager<br>CH / Ford Credit/Field Operations/Branch Operations Manager Program<br>CH / Ford Credit/Global Product Development/Product Specialist<br>CH / Ford Credit/Global Process Management/Collection Analyst<br>CH / Ford Credit/Global Process Management/Loan Origination Analyst<br>CH / Ford Credit/Purchasing/Procurement/Buyer<br>CH / Global Purchasing/Supplier Technical Assistance/Supplier Technical Assistance Engineer<br>CH / Human Resources/Ford Credit/Human Resources Associate<br>CH / Human Resources/Health Care Management - Safety Engineer/Safety Engineer |  |

## Figure 62

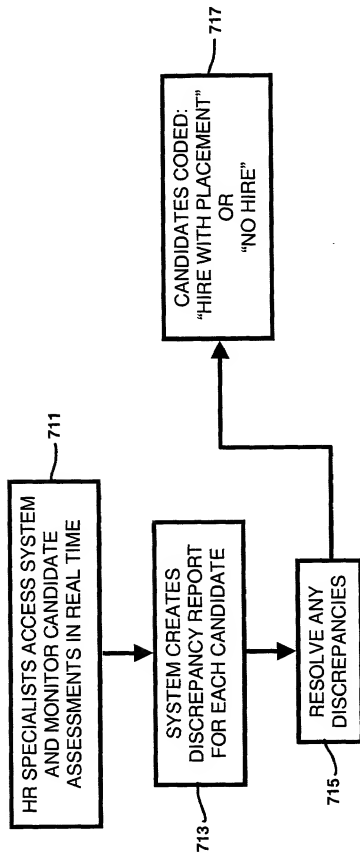
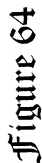


Figure 63





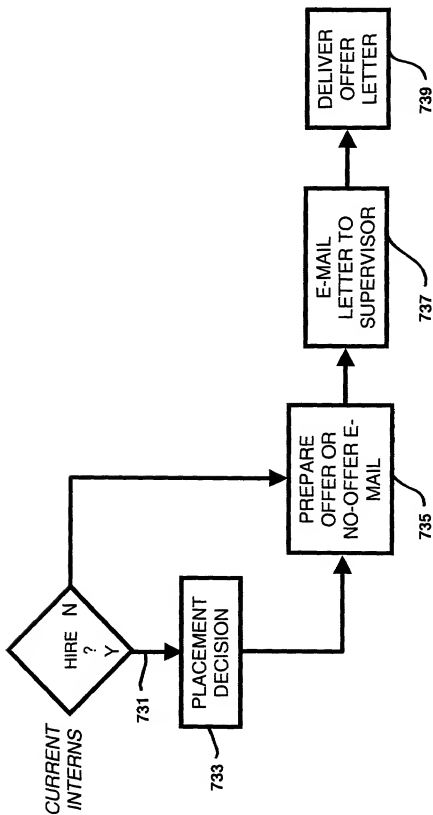


Figure 65

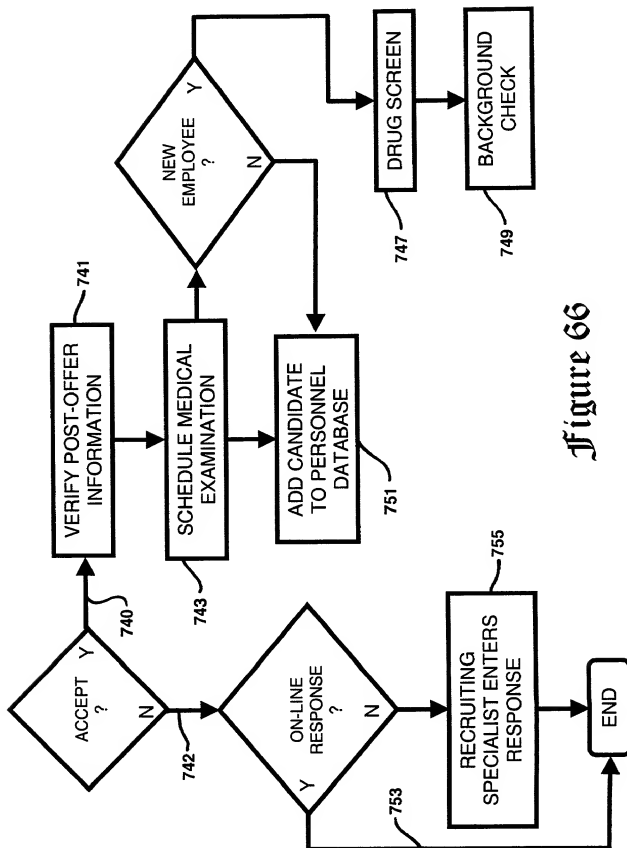


Figure 66

10/2000 00600000

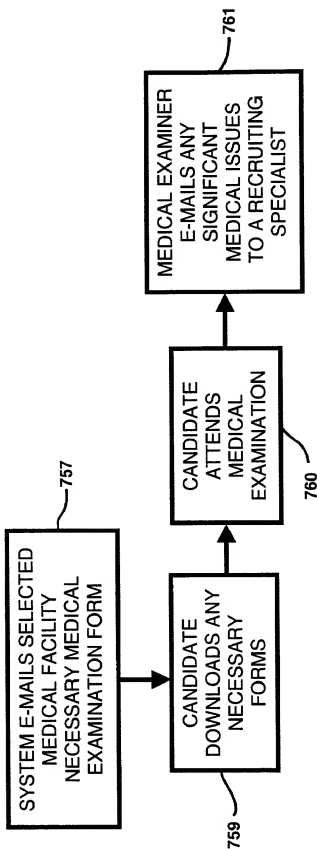


Figure 67